





Our Vision - A culture for learning, teaching with impact and learning growth for every student.


Our Explicit Improvement Agenda: Domain 6: **Systematic curriculum delivery**. Domain 8: **Effective pedagogical practices**. Domain 7: **Differentiated teaching and learning**.

School priority 2: (Domain 8) Deepen staff knowledge and engagement with 'Learning@Cav' through professional learning and opportunities to engage in targeted observation, feedback and mentoring models for all teaching staff.	Monitoring				Long term measurable/desired outcomes: Signature practices <ul style="list-style-type: none">A repertoire of visible and measurably impactful teaching is evident across the school including<ul style="list-style-type: none">3 level planning in Junior school and 100% reliability of QCAA confirmation, endorsement and moderationAnnual Performance Development Planning directly tracable to the school's Professional Learning Plan and professional learning budgetInvesting in a system of professional observation, feedback, coaching and modellingA taxonomic teaching and learning approach informed by the "Learning@Cav" action research is embedded across the school in professional practice Collegiate behaviours <ul style="list-style-type: none">Staff share and de-privatise their practice by<ul style="list-style-type: none">Seeking professional opportunities andare provided a framework of access to peer to peer, mentoring and coaching appropriate to their career phaseCo-design and collaboration informs core busines, routines of learning, and student progress monitoring	AIP measurable/desired outcomes: 100% of QCAA programs and assessment endorsed and confirmed All 3 phases of "Learning@Cav" are reflected in unit lesson planning 100% of staff complete APDP and School opinion survey >95% staff satisfied with PD > 95% of students that "Teachers provide useful feedback" >80% students "like school" 100% of staff enrolled in faculty based PLT 100% of staff paticipate in term monitoring data cycles	
Term 1	Term 2	Term 3	Term 4				
Strategies: <ul style="list-style-type: none">Continue to build the capability of staff to further enhance the impact and effective classroom implementation of "Learning@Cav" and feedback strategies as key drivers to support successful learning for all students.Develop the network of mentor and key teachers to lead faculty specific, quality assured inclusive differentiation strategies of agreed high impact embedded in both curriculum planning and classroom practices.Create a line of sight of professional learning, to teacher capability, and student learning outcomes.	On-going						
Actions: <ul style="list-style-type: none">Review Cavendish Road SHS Collegial Engagement in Classrooms document and collate current practices.Co-design and implement an agreed systematic and schoolwide approach to observation, feedback, coaching and modelling.Quality assure alignment of individual APDP (Annual Performance Development Planning with school plans and goals.The school's Professional Learning Plan reflects school and system priorities to support & develop the capabilities of teachers & leaders in line with the school's EIA.Harness the capability of Highly Accomplished, Experienced and Senior Teachers to lead, implement, carry, and model action research-based applications of highly competent and effective teaching and learning within the "Learning@Cav" approach.Co-design and implement a mentor program for each stage of profession; beginning and establishing teachers, experienced teachers, highly accomplished teachers, middle and executive leaders and aspirants. Develop capability of executive and senior instructional leadership through connections with the Leadership Futures Institute.Develop and implement a school based aspirant leadership and shadowing program.Continue the beginning and early career teachers' program.Continue Executive Principal coaching for capability of middle and executive leadership teams.	✓		✓ ✓	✓	✓	Responsible officer(s): Head of School – Teaching & Learning Head of Department – Teaching, Learning & Innovation Head of School – Teaching & Learning Head of School – Teaching & Learning Heads of Department Head of School – Teaching & Learning Heads of Department (Curriculum) All staff Deputy Principal – Capability Executive Principal	Resources: School Professional Learning Plan "Learning@Cav" Future Leaders' Institute
	✓	✓	✓	✓	✓		
	✓	✓	✓	✓	✓		
	✓	✓	✓	✓	✓		

Approvals
 This plan was developed in consultation with the school community and meets school needs and systemic requirements.


Executive Principal


P&C President


School Supervisor


School Supervisor

